

Master Course Module 3 – Corporate Governance, Human Resources, Immigrant’s Integration (IO4)

Corporate Governance, Human Resources, Immigrant’s Integration
Leader: Cracow University of Economics

Team members:

Team leader: Jan BRZOZOWSKI, Hanna KELM (CUE)

Nick BEECH (LBU)

Sára CSILLAG, Karina SZÁSZVÁRI, Péter CSIZMADIA, Anna Laura HIDEGH (BBS)

Learning outcomes for the module (accepted in Leeds)

LO1: Students will be able to articulate socioeconomic differences between immigrant, ethnic and minority entrepreneurship.

LO2: Students will be able to evaluate the role of the family in the governance of the minority entrepreneurship . [new expanded by Nick and Jan]

LO3: Students will be able to understand the specificity of human resource management within family firms and other SMEs. [new expanded by Tamas and Karina]

LO4: Students will be able to effectively use HRM tools and methods. [new expanded by Tamas and Karina]

LO5: Students will be able to critically evaluate the main challenges for decision-making in the family firms. [new expanded by Nick]

LO6: Students will be able to critically apply governance and HR practices to enable organization to address a business issue in a diverse and dynamic context. [new expanded by Nick and Tamas]

Parts marked in red proposed to be carried out by CUE team. Parts in blue are the responsibility of BGE team. Parts marked in black are the responsibility of Leeds team. Parts in yellow - responsibility is yet to be discussed during the Leeds transnational training, but for now it is a shared responsibility of all partners.

1. Immigrant, diaspora, ethnic and minority entrepreneurship (CUE)
 - What are the key differences and interlinkages between those concepts
 - Sound explanation why we are focusing on ethnic and minority entrepreneurship
 - Main types of ethnic and minority entrepreneurship

2. Ethnic and minorities economic integration and entrepreneurship (CUE)
 - Structural and relational social capital influence and network benefits
 - Push factors towards entrepreneurship: segmentation of labour market and brain waste
 - Pull factors towards entrepreneurship: exploring new opportunities
 - Entrepreneurship and economic integration: puzzled relationship
 - Political implications

3. Ethnic and minority entrepreneurship development: the role of family (CUE)
 - Ethnic and minority specific resources
 - Risk of ghettoization/enclavization
 - Transnational families and transnational diaspora entrepreneurship
 - Family entrepreneurs vs. ethnic and minority entrepreneurs: towards a unifying approach within the SME sector

4. HR management in small (family) business (BGE)

- Culture, strategy, systems, value and praxis
- Special features of HRM in small (family) businesses (in connection with the level of enterprise development)
- What does sustainable HRM could mean?
- Competition for talent: how small (family) firms can attract, select and keep the best & brightest, engagement and loyalty
- Diversity and discrimination issues (gender, age, disability, immigrants, family and not family members, nepotism, etc.)
- Career development and learning and development in family firms (management trainings)
- Designing sound performance appraisal and reward policies for a specific level of enterprise development
- Building and development of corporate culture (for examples espoused values and values in use – which stage do they go to different ways, is familiness always a positive?)

5. Corporate governance: the perspective of SME (LEEDS)

- Governance structure of SME with particular emphasis on family firms
- The role of the boards (executive and advisory), directors, managers, independent directors
- Ontology of stewardship, agency, vision, strategy, oversight and accountability
- Challenges for decision-making in a family context
- Different types of family firm management and its impact on firm's survival and its development
- Professionalization of management in family businesses – challenges and opportunities

 <p>FAME Family Business Sustainability and Growth</p>	 <p>This project has been funded with support from the European Commission.</p> <p><i>The European Commission support for the production of this publication does not constitute endorsement of the contents which reflects the views only of the authors, and the Commission cannot be held responsible for any use which may be made of the information contained therein.</i></p>
---	--